

STATE OF WYOMING SALARY INCREASE HISTORY

YEAR	SALARY ADJUSTMENT
2011	Employees below 91% of Market Policy Position moved on July 1, 2011.
2010	Implemented three new pay tables March 2010 (General, Highway Patrol & Criminal Investigation & Nursing). Implemented Executive Pay Table June 1, 2010. Implemented Attorney Pay Table August 1, 2010. Employees below the minimum moved to minimum of new pay ranges on the effective date of the pay table.
2009	4% external cost adjustment to market on July 1, 2009.
2008	4% external cost adjustment to market on July 1, 2008. Employees below minimum moved to minimum of 2008 market rates. Employees with 2 years of service moved to the competitive market average.
2007	5.5% external cost adjustment to market on July 1, 2007. Employees below entry moved to entry level of 2007 market rates. Employees with 2 years of services moved to the competitive market average.
2006	3.5% external cost adjustment to market on July 1, 2006 Employees below entry moved to entry level of 2006 market rates. Employees with 2 years of service moved to competitive market minimum. Employees between competitive market minimum and average receive \$22.00. \$1 million additional for attorneys distributed at agency level Executive Pay increased 10% or to market whichever was less
2005	3% external cost adjustment to market on July 1, 2005 Employees with 2 or more years of service moved to the beginning of the fair and equitable market range by classification on September 1 st
2004	In July movement of 95% of entry based on 2003 market figures plus a 3% external cost adjustment Nursing classes NU03/04/05/07 were given an additional \$1.5 million due to high turnover which was distributed at the agency level
2003	No increase
2002	No increase
2001	Legislature approves \$15 million for distribution in July 65% of the funds for movement to market bringing 3094 employees to 96.8% of occupational market; 35% for a flat rate adjustment of \$130 per month affecting 6451 employees Note: pay table rates – the band maximum was increased by 10%
2000	Legislature approves \$12.8 million for movement to 75% of market plus a 2.27 adjustment towards market affecting 3385 employee. Implemented in September 2000. Note this excluded Game & Fish, some DOT and Wyoming State Penitentiary employees.
1999	15% increase for all Wyo State Penitentiary employees effective 7-1-1999; no raises for other state employees

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1998	New compensation system and pay bands implemented January 1, 1998 with not cost to the state. \$250.00 lump sum bonus effective 5-1-98 for employees that meet or exceed expectations using the performance appraisal system
1997	\$45.00 per month merit pay increase effective 4-1-97 for employees that meet or exceed expectations using the revised performance appraisal system
1996	2-1-96 system B pay table minimums and midpoints increased by 3.5%; \$300,000 general fund distributed to agencies for one-time lump sum bonus payments between 3-96 and 6-96
1995	6-1-95 pay table minimums increased by 5%; 7-1-95 second variable decompression formula for those below midpoint
1994	10-1-94 variable decompression for individuals below midpoint based upon time in class; 60 months A system 48 months B system; 2% increase for those above midpoint; no increase for redlines; 11-1-94 inequity pay adjustments on a case by case basis.
1993	<p>less than \$20,00 - \$1,000 annual increase effective 10-1-93 (48% of employees or 3,375 received this increase)</p> <p>\$20,000 to \$25,000 - \$1,000 annual increase effective 1-1-94 \$25,000 to \$30,000 - \$ 800 annual increase effective 1-1-94 \$30,000 to \$35,000 - \$ 600 annual increase effective 1-1-94 \$35,000 to \$40,000 - \$ 400 annual increase effective 1-1-94 \$40,000 to \$45,000 - \$ 200 annual increase effective 1-1-94 \$45,000 or over - \$ 100 annual increase effective 1-1-94</p> <p>(52% of employees or 3,694 employees received this increase in Jan 1994)</p> <p>Special pay increase for Public Health and Facility Licensing Nurses: This was given to 1% of state employees or 94 nurses. 83 public health nurses received an average increase of 6.4%. 11 licensing nurses received an average increase of 13.0%</p>
1992	No increase
1991	2% general increase
1990	3% merit increase on appraisal date; 97% of employees received this increase with redlined employees and employees with below 3.0 rating excluded
1989	New pay table funded by 5.4% pro-rated based upon length of service 7-1-89; pro-ration based upon 1 to 48 months of service in the classification
1988	<p>\$550 flat rate bonus in July (\$275 for part time)</p> <p>Special pay increase: for attorneys (5%), law enforcement (7.75%), corrections (2.5%), pilots and public health nurses. This covered 10% of employees for a total of 692 employees with a cost of \$750,000</p>
1987	No Increase
1986	No increase
1985	squared pay plan to 20 steps and 2.5% step increase
1984	\$25.00 per month flat rate
1983	2% pay table adjustment
1982	4% pay table adjustment and 5% step increase
1981	10% pay table adjustment and 5% step increase

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1980	4% pay table adjustment and 5% step increase
1979	7% pay table adjustment and 5% step increase
1978	2% pay table adjustment and 5% step increase
1977	4% pay table adjustment